DOCUMENT RESUME

ED 317 151 HE 023 372

TITLE	National Faculty Salary Surveyed by Discipline and Rank in Private Colleges and Universities, 1989-90.
INSTITUTION	Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
REPORT NO	ISBN-0-910402-93-0
PUB DATE	90
NOTE	68p.
AVAILABLE FROM	College and University Personnel Association, 1233 Twentieth St. N.W., Suite 503, Washington, DC 20036 ($20.00 participating members, $30.00 non-participating members, $60.00 non-participating, non-members).
PUB TYPE	Reports - Research/Technical (143) -- Statistical Data (110)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Academic Rank (Professional); *College Faculty; *Full Time Faculty; Higher Education; Intellectual Disciplines; National Surveys; Private Colleges; *Teacher Salaries

ABSTRACT

Data were gathered from 460 private colleges and universities to produce this annual survey of full-time faculty salaries by discipline and rank. The faculty salaries of 43,533 faculty members are represented in the data tables, organized by 54 selected disciplines. In each discipline, the faculty ranks of professor, associate professor, assistant professor, new assistant professor, and instructor are analyzed. The tables include average salary; high salary; low salary; the faculty mix percentage; and the salary factor, which permits comparisons between the average salary of a faculty member in a given rank and the average of all faculty members in that rank in all reporting institutions. An appendix lists institutions participating in the survey. (JDD)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED317151

1989-90 National Faculty Salary Survey by Discipline and Rank

in Private Colleges and Universities

HE023 372

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

CUPA

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☑ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

College and University Personnel Association

BEST COPY AVAILABLE

1989-90 National Faculty Salary Survey by Discipline and Rank

in Private Colleges and Universities

College and University Personnel Association
1233 20th St., N.W., Suite 503
Washington, D.C. 20036

In Conjunction With

Appalachian State University
Boone, North Carolina 28608

The College and University Personnel Association (CUPA) is an international network of more than 5,000 personnel administrators representing more than 1,500 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to the personnel profession. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

Copyright © 1990 by the College and University
Personnel Association
1233 20th St., N.W., Suite 503
Washington, D.C., 20036
All rights reserved
Printed in the United States of America

ISBN: 0-910402-93-0

TABLE OF CONTENTS

	Page
EXECUTIVE SUMMARY	v
ACKNOWLEDGEMENTS	vi
INTRODUCTION	1
The Background	1
The Need	2
Applications	2
SURVEY RESULTS	4
Methodology	4
Analysis of Data	4
Definition of Terms	4
Examples of Analyses	5
1. Size of the Sample	6
2. Average Salary	6
3. High and Low Salaries	6
4. Faculty Mix Percentage (FAC MIX PCT)	6
5. Salary Factor	7
APPENDIX A - LIST OF SELECTED DISCIPLINES AND MAJOR FIELDS AND THE DATA TABLES	9
Agribusiness & Agri Production - Agribusiness & Agriculture Product	10
Architecture & Envir. Design - Architecture & Environmental Design	10
Area and Ethnic Studies - Area and Ethnic Studies	10
Business and Management - Business and Management	10
Business and Management - Accounting	11

TABLE OF CONTENTS (Continued)

Page

APPENDIX A - LIST OF SELECTED DISCIPLINES AND MAJOR FIELDS AND THE DATA TABLES (Continued)

Business and Management - Business Admn & Management, General 11

Business and Management - Business Economics 11

Business and Management - Hotel/Motel Management 11

Business and Management - Marketing Management 12

Business (Admin. Support) - Secretarial & Related Prog, Gen 12

Communications - Communications 12

Communication Technologies - Radio, TV Prod & Broadcasting Tech 12

Computer & Information Science - Computer & Information Sciences 13

Education - Education 13

Education - Curriculum and Instruction 13

Education - Higher Educ Administration 13

Education - Special Education, General 14

Education - Student Counseling & Personnel Serv 14

Education - Teacher Education, General Programs 14

Education - Physical Education 14

Education - Reading Education 15

Engineering - Engineering 15

Engineering Technologies - Engineering Related Technologies 15

Foreign Languages - Foreign Languages 15

Allied Health - Allied Health 16

Allied Health - Occupational Therapy 16

Allied Health - Physical Therapy 16

Health Sciences - Speech Pathology/Audiology 16

TABLE OF CONTENTS (Continued)

Page

APPENDIX A - LIST OF SELECTED DISCIPLINES AND MAJOR FIELDS AND THE DATA TABLES (Continued)

Health Sciences - Nursing, General 17

Home Economics - Home Economics 17

Letters - English, General 17

Library & Archival Sciences - Library and Archival Sciences 17

Life Sciences - Life Sciences 18

Mathematics - Mathematics 18

Multi/Interdisciplinary Study - Multi/Interdisciplinary Studies 18

Philosophy and Religion - Philosophy and Religion 18

Theology - Theology 19

Physical Sciences - Physical Sciences 19

Physical Sciences - Chemistry, General 19

Physical Sciences - Geology 19

Physical Sciences - Physics, General 20

Psychology - Psychology 20

Protective Services - Protective Services 20

Social Sciences - Social Sciences 20

Social Sciences - Anthropology 21

Social Sciences - Economics 21

Social Sciences - Geography 21

Social Sciences - History 21

Social Sciences - Political Science & Government 22

Social Sciences - Sociology 22

Visual & Performing Arts - Visual and Performing Arts 22

TABLE OF CONTENTS (Continued)

Page

APPENDIX A - LIST OF SELECTED DISCIPLINES AND MAJOR FIELDS AND THE DATA TABLES (Continued)

Visual & Performing Arts - Dramatic Arts 22

Visual & Performing Arts - Drawing 23

Visual & Performing Arts - Music, General 23

All Discipline Averages - All Major Fields 23

APPENDIX B - LIST OF PARTICIPATING INSTITUTIONS 25

EXECUTIVE SUMMARY

For the eighth straight year (1982-83 through 1989-90) the College and University Personnel Association in Washington, D.C., in conjunction with Appalachian State University in Boone, North Carolina, have researched and produced an annual survey of faculty salaries by discipline and rank in the nation's private colleges and universities. This current survey, the CUPA 1989-90 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities, involved 460 private colleges and universities.

Eight additional disciplines have been added to the survey during the past three years. In 1986-87 the survey consisted of 46 disciplines. The following three disciplines were added in 1987-88: Allied Health, Engineering and Engineering-Related Technologies, and Protective Services; two disciplines were added in 1988-89, Occupational Therapy and Physical Therapy; and three disciplines were added in 1989-90, economics, institutional management, and marketing management and research, bringing the current total to 54 disciplines.

A "broad brush" comparison of increases in annual overall salary averages for all ranks in the surveys of private colleges and universities over the last six years (including the "base year" of 1984-85) are listed below. Please note that although a majority of the participating colleges and universities are the same in each of the six years, there is a significant minority of colleges and universities which are different.

SURVEY YEAR:	"Base Year" 1984-85	1985-86	1986-87	1987-88	1988-89	1989-90
NUMBER OF INSTITUTIONS:	446	440	478	475	470	460
NUMBER OF FACULTY:	42,568	38,890	46,597	45,544	45,698	43,533
AVERAGE SALARY FOR ALL RANKS:	$29,005	$29,768	$31,849	$34,444	$35,874	$36,818
PERCENTAGE INCREASE OF SALARY ANNUALLY:	0.00%	2.63%	6.99%	8.15%	4.15%	2.63%

The reader should note that "special studies," "tailored studies," and "percentile rank studies," all based on relevant data from the annual surveys, may be requested from CUPA for nominal fees. These studies of 10 or more similar-type institutions rather than the average annual salary for all ranks, may be more applicable to the line administrator who propounds salary considerations. (Note that confidentiality is retained by CUPA with no cell data being reported which has less than three elements, and no individual institutional names are reported.)

Finally, for those persons interested in salary changes within individual disciplines over time, "rolling" three-year salary-trend studies have been written annually for all the applicable disciplines beginning in 1986 for the years of 1982-83 through 1985-86, etc. These articles have been accepted in the national ERIC publication: Resources in Education.

ACKNOWLEDGEMENTS

This CUPA 1989-90 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities has been a collegial undertaking in the best sense of the term. The College and University Personnel Association, headquartered in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina to produce this survey report.

Special thanks go to CUPA Executive Director Dr. Richard C. Creal, Martha Provenzano, Manager of Membership Services, and to the CUPA Executive Committee for their continued support of this national survey. Appreciation is also sincerely expressed to all of the members of the CUPA Academic Personnel Council over the past few years for their enthusiasm and insights.

At Appalachian State University Chancellor John E. Thomas and Dr. Harvey R. Durham, Provost and Vice Chancellor for Academic Affairs, supported the survey through graduate student research assistants. This survey could not have been completed without the chancellor's and provost's professional interest and budgetary support. The following valued colleagues at Appalachian State University ably served as co-researchers and co-authors of this survey report:

Patricia Anne Bland, Office Administrator of CUPA National Faculty Salary Surveys
Rebecca Pierce-Ebdy, M.A. graduate student in English
DeAnna Beckner Faile, Research Educationist, Office of Equal Opportunity Programs
Sandhya Githa Maharaj, Ed.S. graduate student in Student Development
Kimberly Michelle Murdock, undergraduate Research Educationist
Melissa Dale Slack, M.A. graduate student in Business Administration
Sharon Maureen Taylor, Research Educationist, Office of Equal Opportunity Programs, and
Steven Lynn Widenhouse, M.A. graduate student in Communication Disorders

M.L. Gilliam, Office of Institutional Research, Oklahoma State University, Stillwater, served as co-director of the survey and provided the final crucial link in the effort. This survey used his model for both collecting and computerizing the data. He was ably assisted by his associate, Mr. Lee Tarrant.

Finally, very special thanks go to those 460 private college and university presidents and chancellors who participated in this survey.

Richard D. Howe, Director
CUPA National Faculty Salary Surveys
Appalachian State University
Boone, North Carolina 28608
704/262-2124
FAX: 704/262-2126

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot survey of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar-type survey but with many more disciplines/program areas, was mounted for private colleges and universities with 299 institutions participating. Subsequently, 355 private colleges and universities participated in 1983-84, 446 participated in 1984-85, 440 participated in 1985-86, 478 participated in 1986-87, 475 participated in 1987-88, 470 participated in 1988-89, and 460 participated this academic year, 1989-90. In all, over the period of eight years (1982--83 through 1989-90), 915 private colleges and universities have participated in the CUPA national faculty salary surveys by discipline and rank at least once. Sixty-four (64) institutions have participated in each of the eight years of the survey.

This 1989-90 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1989-90), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that these current data can be effectively used by line administrators in a timely fashion.

For the sixth straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculties. It is anticipated that this will continue so that "special studies" can be subsequently effectuated for requesting institutions at a nominal fee.

Also, for the sixth straight year, we are listing in APPENDIX B the names

of all participating institutions for each of the eight years of the survey. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

This year's survey, 1989-90, includes three new disciplines: economics, institutional management, and marketing management and research. With these three additional disciplines to the survey, it now totals 54 academic disciplines.

The reader's comments, suggestions, and questions are encouraged and appreciated at any time.

The Need

Current data on faculty salaries are presently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are salary data in different ranks and within specific disciplines for similar and/or different types of institutions. The need to address problems of salary allocation with respect to postsecondary faculty in different disciplines and ranks motivated the decision not only to initiate the first survey but to continue it over these past few years.

Applications

This survey attempts to address the above needs by collecting the salary data of faculty teaching in 54 disciplines of participating private colleges and universities in America, and comparing the average, low, and high salaries across these disciplines by faculty ranks. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 460 institutions which participated in the survey this year, 1989-90. Also collected are the percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace a faculty member needs to know what to request based on the salaries of her or his peers. The administrator needs to know how much to pay for quality faculty without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special

studies data are aggregate data of 10 or more institutions with three or more data elements in each cell.

For the sixth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those 267 institutions which participated in the fifth (1986-87) and eighth (1989-90) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the eight surveys may have their data compared with the trend data in any configuration they recommend of 10 or more institutions. (Please know that only cells with three or more data elements are used.) Institutions which have not participated in any of the eight annual surveys may still request salary data of 10 or more institutions which have participated in any one or more of the eight surveys.

TO ORDER A SPECIAL STUDY, PLEASE USE THE "SPECIAL STUDY ORDER FORM" WHICH IS FOUND JUST AFTER APPENDIX B OF THIS SURVEY REPORT.

SURVEY RESULTS

Methodology

This CUPA 1989-90 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated full-time salary data for faculty in 54 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy and/or by A Classification of Instructional Programs (CIP), 1985. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 43,533 faculty members are found in APPENDIX A--The Data Tables. The list of 460 private institutions are found in APPENDIX B which includes the lists of all the private colleges and universities which have participated in the annual survey since its inception in 1982-83 through 1989-90.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only; does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.21 for assistant professors

of accounting means that their average salary is 21 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1989. All data for this group were included in the ASST PROF group for reporting purposes. Data in this group are used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this survey report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

FACULTY SALARY SURVEY

DISCIPLINE BUSINESS AND MANAGEMENT
MAJOR FIELD BUSINESS ECONOMICS 080501

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	49495	174 82	40073	255 116	33880	256 106	34134	43 30	26628	30 22	39584	715 160
HIGH SALARY	84800		68000		54000		54000		39000		84800	
LOW SALARY	30734		23930		21400		22662		16050		16050	
FAC MIX PCT	0 24		0 36		0 36		0 06		0 01		1 00	
SALARY FACTOR	1 07		1 10		1 12		1 16		1 11		1 08	

DISCIPLINE COMMUNICATIONS
MAJOR FIELD COMMUNICATIONS 090000

AVERAGE SALARY	44035	225 112	36291	357 145	28651	501 191	26705	80 58	23185	139 88	33124	1222 243
HIGH SALARY	74150		65000		47500		39840		31099		74150	
LOW SALARY	24206		20135		17300		17951		14450		14450	
FAC MIX PCT	0 18		0 29		0 41		0 07		0 11		1 00	
SALARY FACTOR	0 95		1 01		0 95		0 91		0 97		0 90	

1. Size of the Sample: The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. Both the number of faculty was larger for COMMUNICATIONS (C) as compared to BUSINESS ECONOMICS (BE) and the number of institutions for COMMUNICATIONS was also somewhat higher:

	NUM	N/IS
BE	715	160
C	1222	243

2. Average Salary: The average salary for every rank in BUSINESS ECONOMICS was higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	49495	40073	33880	34134	26628	39584
C	44035	36395	28651	26705	23185	33124

3. High and Low Salaries: In BUSINESS ECONOMICS both the "high salary" is higher than in COMMUNICATIONS in every rank, and the "low salary is higher in every rank:

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	84800	68000	54000	54000	39000	84800
C	74150	65000	47500	39840	37099	74150

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	30734	23930	21400	22662	16050	16050
C	24206	20135	17300	17951	14450	14450

4. Faculty Mix Percentage (FAC MIX PCT): The percentages of faculty in each rank are dissimilar. For example, in BUSINESS ECONOMICS 24 percent of the faculty hold the rank of PROFESSOR as compared with COMMUNICATIONS where 18 percent of the faculty hold the rank of PROFESSOR. This clearly indicates that BUSINESS ECONOMICS is an "old" discipline whereas COMMUNICATIONS is a relatively "new" discipline. Comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	0.24	0.36	0.36	0.06	0.04	1.00
C	0.18	0.29	0.41	0.07	0.11	1.00

It is interesting to note how the faculty mix percentage differs among the relatively "new" major field of NURSING (N) and an "old" one, PHILOSOPHY AND RELIGION (PR), and how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the survey. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.10	.25	.50	.05	.16	1.00
PR	.41	.28	.28	.05	.03	1.00
AMF	.31	.31	.31	.05	.07	1.00

5. Salary Factor: This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of PROFESSOR is 7 percent above the average salary of all PROFESSORS from all reporting institutions and is 12 per cent above the average salary of PROFESSORS in COMMUNICATIONS (C). The data show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.07	1.10	1.12	1.16	1.11	1.08
C	0.95	1.00	0.95	0.91	0.97	0.90

APPENDIX A

LIST OF SELECTED DISCIPLINES

AND

MAJOR FIELDS

AND

THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI 010000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	41488	10	6	33906	14	5	29812	20	9	27500	2	2	23143	7	4	32309	51	12
HIGH SALARY	62000			36600			44100			30500			28310			62000		
LOW SALARY	33000			30016			22747			24500			20440			20440		
FAC MIX PCT	0.20			0.27			0.39			0.04			0.14			1.00		
SALARY FACTOR	0.89			0.93			0.99			0.93			0.97			0.88		

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 040000

AVERAGE SALARY	48624	36	9	36987	41	15	30682	52	15	28500	4	4	30096	12	6	37046	141	20
HIGH SALARY	61333			48225			54000			30000			45000			61333		
LOW SALARY	30893			21900			19353			24000			17000			17000		
FAC MIX PCT	0.26			0.29			0.37			0.03			0.09			1.00		
SALARY FACTOR	1.05			1.01			1.01			0.97			1.26			1.01		

DISCIPLINE: AREA AND ETHNIC STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 050000

AVERAGE SALARY	52439	21	12	41730	12	9	31035	11	8	32312	2	2				44167	44	20
HIGH SALARY	87205			49550			35700			35000						87205		
LOW SALARY	31892			34000			25000			29623						25000		
FAC MIX PCT	0.48			0.27			0.25			0.05						1.00		
SALARY FACTOR	1.13			1.14			1.03			1.10						1.20		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS AND MANAGEMENT 060000

AVERAGE SALARY	54878	246	69	44118	340	107	37142	403	116	38015	72	43	28115	95	46	42563	1084	148
HIGH SALARY	120870			69775			63600			55000			76400			120870		
LOW SALARY	21000			21000			15000			20000			15215			15000		
FAC MIX PCT	0.23			0.31			0.37			0.07			0.09			1.00		
SALARY FACTOR	1.18			1.21			1.23			1.29			1.17			1.16		

10

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: ACCOUNTING 060201

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	55567	198	99	44212	343	144	36615	394	176	38187	63	55	28334	89	51	42104	1024	237
HIGH SALARY	94648			110000			84000			57500			54000			110000		
LOW SALARY	22000			21000			13200			22500			12600			12600		
FAC MIX PCT	0.19			0.33			0.38			0.06			0.09			1.00		
SALARY FACTOR	1.20			1.21			1.21			1.30			1.18			1.14		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL 060401

AVERAGE SALARY	50669	386	147	41208	590	185	34320	669	215	34360	105	80	25999	115	64	39671	1760	261
HIGH SALARY	105000			66312			57200			57000			47500			105000		
LOW SALARY	18000			16578			13200			16951			12600			12600		
FAC MIX PCT	0.22			0.34			0.38			0.06			0.07			1.00		
SALARY FACTOR	1.09			1.13			1.13			1.17			1.09			1.08		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 060501

AVERAGE SALARY	49495	174	82	40073	255	116	33880	256	106	34134	43	30	26628	30	22	39584	715	160
HIGH SALARY	84800			68000			54000			54000			39000			84800		
LOW SALARY	30734			23930			21400			22662			16050			16050		
FAC MIX PCT	0.24			0.36			0.36			0.06			0.04			1.00		
SALARY FACTOR	1.07			1.10			1.12			1.16			1.11			1.08		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: HOTEL/MOTEL MANAGEMENT 060701

AVERAGE SALARY	36347	3	3	43630	7	3	31496	13	8	32500	6	4	25280	7	5	33361	30	10
HIGH SALARY	45945			48000			39000			39000			39076			48000		
LOW SALARY	26495			36000			24136			25000			16000			16000		
FAC MIX PCT	0.10			0.23			0.43			0.20			0.23			1.00		
SALARY FACTOR	0.78			1.20			1.04			1.10			1.06			0.91		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: MARKETING MANAGEMENT 061401

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	58865	67	35	45318	111	55	41093	143	56	41079	25	18	26575	30	16	44580	351	80
HIGH SALARY	105000			93800			66246			55000			37000			105000		
LOW SALARY	24610			14616			20000			20000			12600			12600		
FAC MIX PCT	0.19			0.32			0.41			0.07			0.09			1.00		
SALARY FACTOR	1.27			1.24			1.36			1.39			1.11			1.21		

DISCIPLINE: BUSINESS (ADMIN. SUPPORT)
MAJOR FIELD: SECRETARIAL & RELATED PROG, GEN 070601

AVERAGE SALARY	43590	5	4	31054	24	17	22016	20	15				16531	12	10	26261	61	36
HIGH SALARY	56433			47472			28500						21000			56433		
LOW SALARY	36199			19500			13200						10800			10800		
FAC MIX PCT	0.08			0.39			0.33						0.20			1.00		
SALARY FACTOR	0.94			0.85			0.73						0.69			0.71		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

AVERAGE SALARY	44035	225	112	36395	357	145	28651	501	191	26705	80	58	23185	139	88	33124	1222	243
HIGH SALARY	74150			65000			47500			39840			37099			74150		
LOW SALARY	24206			20135			17300			17951			14450			14450		
FAC MIX PCT	0.18			0.29			0.41			0.07			0.11			1.00		
SALARY FACTOR	0.95			1.00			0.95			0.91			0.97			0.90		

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH 100104

AVERAGE SALARY	49349	14	6	37143	30	17	30335	58	18	28142	11	6	20947	6	5	34169	108	27
HIGH SALARY	71013			50100			47500			32000			28437			71013		
LOW SALARY	37705			24565			21836			24500			18000			18000		
FAC MIX PCT	0.13			0.28			0.54			0.10			0.06			1.00		
SALARY FACTOR	1.06			1.02			1.00			0.95			0.87			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES 110000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	50596	186	96	41050	356	161	34385	460	212	34979	68	59	25131	116	68	38244	1118	284
HIGH SALARY	92300			64500			60200			59000			40000			92300		
LOW SALARY	24720			20500			16500			16500			10800			10800		
FAC MIX PCT	0.17			0.32			0.41			0.06			0.10			1.00		
SALARY FACTOR	1.09			1.13			1.14			1.19			1.05			1.04		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 130000

AVERAGE SALARY	43089	490	167	34279	516	189	28355	507	185	27003	100	82	23674	88	60	34516	1601	256
HIGH SALARY	90000			59900			42704			42000			38000			90000		
LOW SALARY	18900			15598			13810			13810			12600			12600		
FAC MIX PCT	0.31			0.32			0.32			0.06			0.05			1.00		
SALARY FACTOR	0.93			0.94			0.94			0.92			0.99			0.94		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 130301

AVERAGE SALARY	52274	30	10	40671	44	14	30596	36	13	27500	3	3	21915	4	2	39885	114	19
HIGH SALARY	77600			55100			37500			30000			24200			77600		
LOW SALARY	36259			26723			22760			25000			20000			20000		
FAC MIX PCT	0.26			0.39			0.32			0.03			0.04			1.00		
SALARY FACTOR	1.13			1.12			1.01			0.93			0.91			1.08		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUC ADMINISTRATION 130406

AVERAGE SALARY	50853	23	10	39839	14	9	30384	16	11	28750	2	2	25054	3	3	40869	56	16
HIGH SALARY	75034			54470			40800			32500			30000			75034		
LOW SALARY	31698			27950			21000			25000			19163			19163		
FAC MIX PCT	0.41			0.25			0.29			0.04			0.05			1.00		
SALARY FACTOR	1.10			1.09			1.00			0.98			1.05			1.11		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL 131001

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	46916	36	16	35507	48	31	27799	55	37	25203	10	9	22255	7	7	34780	146	55
HIGH SALARY	79190			53243			38200			31000			26944			79190		
LOW SALARY	30191			20206			18015			19000			18251			18015		
FAC MIX PCT	0.25			0.33			0.38			0.07			0.05			1.00		
SALARY FACTOR	1.01			0.97			0.92			0.85			0.93			0.94		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV 131101

AVERAGE SALARY	45335	33	11	36083	26	11	29778	19	12	31133	6	4	20550	5	3	37383	83	19
HIGH SALARY	66500			49500			42000			42000			25500			66500		
LOW SALARY	16689			24809			19153			25500			16500			16500		
FAC MIX PCT	0.40			0.31			0.23			0.07			0.06			1.00		
SALARY FACTOR	0.98			0.99			0.98			1.06			0.86			1.02		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 131200

AVERAGE SALARY	39917	150	76	31570	191	95	26936	209	97	27256	45	37	21130	32	23	31483	582	125
HIGH SALARY	76000			54648			36000			35000			31000			76000		
LOW SALARY	24545			16600			12122			19200			11687			11687		
FAC MIX PCT	0.26			0.33			0.36			0.08			0.05			1.00		
SALARY FACTOR	0.86			0.87			0.89			0.92			0.88			0.86		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 131314

AVERAGE SALARY	40413	226	118	34306	365	161	27738	403	182	27600	43	36	23202	263	112	30975	1257	253
HIGH SALARY	70400			65221			44420			43000			46500			70400		
LOW SALARY	20844			18360			15200			16951			10044			10044		
FAC MIX PCT	0.18			0.29			0.32			0.03			0.21			1.00		
SALARY FACTOR	0.87			0.94			0.92			0.94			0.97			0.84		

14

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 131315

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	51865	11	5	36483	8	8	28001	11	11				20000	1	1	38399	31	18
HIGH SALARY	68412			45000			35600						20000			68412		
LOW SALARY	35495			29275			20716						20000			20000		
FAC MIX PCT	0.35			0.26			0.35						0.03			1.00		
SALARY FACTOR	1.12			1.00			0.93						0.84			1.04		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 140000

AVERAGE SALARY	58508	824	62	45545	556	61	40264	533	63	41056	72	30	30114	39	22	49266	1952	73
HIGH SALARY	119250			64000			52500			52500			59564			119250		
LOW SALARY	28200			26316			22250			24500			19411			19411		
FAC MIX PCT	0.42			0.28			0.27			0.04			0.02			1.00		
SALARY FACTOR	1.26			1.25			1.33			1.39			1.26			1.34		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES 150000

AVERAGE SALARY	43172	46	11	33495	94	16	32340	68	19	26437	3	3	23698	4	3	35039	212	21
HIGH SALARY	73100			55000			42000			31500			25500			73100		
LOW SALARY	24300			24827			18000			18000			21000			18000		
FAC MIX PCT	0.22			0.44			0.32			0.01			0.02			1.00		
SALARY FACTOR	0.93			0.92			1.07			0.90			0.99			0.95		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 160000

AVERAGE SALARY	43748	494	201	35301	614	223	28873	619	230	27008	120	89	23847	174	103	34354	1901	326
HIGH SALARY	79000			58141			50084			35350			37428			79000		
LOW SALARY	16920			20207			13810			18925			11956			11956		
FAC MIX PCT	0.26			0.32			0.33			0.06			0.09			1.00		
SALARY FACTOR	0.94			0.97			0.95			0.92			1.00			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: ALLIED HEALTH 170000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	47673	16	9	37315	46	24	29898	65	23	29139	14	7	22731	21	13	33108	148	37
HIGH SALARY	82500			54500			55660			43000			28800			82500		
LOW SALARY	30400			24400			20670			22000			16500			16500		
FAC MIX PCT	0.11			0.31			0.44			0.09			0.14			1.00		
SALARY FACTOR	1.03			1.02			0.99			0.99			0.95			0.90		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: OCCUPATIONAL THERAPY 170807

AVERAGE SALARY	40518	4	4	34858	12	4	28616	25	11	29666	8	5	25708	9	6	30542	50	11
HIGH SALARY	50000			48300			43000			43000			32490			50000		
LOW SALARY	36000			21139			20400			23625			22741			20400		
FAC MIX PCT	0.08			0.24			0.50			0.16			0.18			1.00		
SALARY FACTOR	0.87			0.96			0.95			1.01			1.07			0.83		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: PHYSICAL THERAPY 170813

AVERAGE SALARY	35472	6	4	38903	24	12	32636	49	14	32813	8	5	27335	12	8	33776	91	16
HIGH SALARY	42150			54500			43400			41000			34000			54500		
LOW SALARY	30000			27700			24000			24000			20745			20745		
FAC MIX PCT	0.07			0.26			0.54			0.09			0.13			1.00		
SALARY FACTOR	0.76			1.07			1.08			1.11			1.14			0.92		

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY 180103

AVERAGE SALARY	49743	29	16	37292	40	19	30652	37	16	31500	4	3	25009	13	8	36920	119	28
HIGH SALARY	82500			57857			41000			32000			36452			82500		
LOW SALARY	36575			24260			19349			30000			17748			17748		
FAC MIX PCT	0.24			0.34			0.31			0.03			0.11			1.00		
SALARY FACTOR	1.07			1.02			1.01			1.07			1.04			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL 181101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	41021	139	73	32512	360	115	27618	730	141	27233	72	50	23696	231	81	29480	1460	150
HIGH SALARY	67185			55770			49068			45000			40706			67185		
LOW SALARY	24600			13934			14000			14000			12500			12500		
FAC MIX PCT	0.10			0.25			0.50			0.05			0.16			1.00		
SALARY FACTOR	0.88			0.89			0.91			0.92			0.99			0.80		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 190000

AVERAGE SALARY	39537	29	18	33295	55	33	28600	89	38	30359	8	5	23959	24	16	30955	197	55
HIGH SALARY	66382			48243			44064			35000			31500			66382		
LOW SALARY	25000			21282			18281			25000			17980			17980		
FAC MIX PCT	0.15			0.28			0.45			0.04			0.12			1.00		
SALARY FACTOR	0.85			0.91			0.95			1.03			1.00			0.84		

DISCIPLINE: LETTERS
MAJOR FIELD: ENGLISH, GENERAL 230101

AVERAGE SALARY	43444	1125	330	34214	963	334	27502	963	329	26163	173	120	21743	281	127	34338	3332	405
HIGH SALARY	135000			71314			47000			36158			39000			135000		
LOW SALARY	18480			10890			11943			15000			12010			10890		
FAC MIX PCT	0.34			0.29			0.29			0.05			0.08			1.00		
SALARY FACTOR	0.94			0.94			0.91			0.89			0.91			0.93		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 250000

AVERAGE SALARY	43263	23	18	32371	67	32	28169	82	37	25354	8	8	26220	31	20	30968	203	52
HIGH SALARY	57500			45224			48100			32240			31047			57500		
LOW SALARY	30000			22729			17700			20000			16434			16434		
FAC MIX PCT	0.11			0.33			0.40			0.04			0.15			1.00		
SALARY FACTOR	0.93			0.89			0.93			0.86			1.09			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: LIFE SCIENCES 260000

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	44090	781 294	34515	644 286	28812	442 238	27228	86 70	22485	59 45	36720	1926 380
HIGH SALARY	97900		56800		43100		40000		35795		97900	
LOW SALARY	13810		19251		15420		18000		12800		12800	
FAC MIX PCT	0.41		0.33		0.23		0.04		0.03		1.00	
SALARY FACTOR	0.95		0.95		0.95		0.92		0.94		1.00	

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 270000

AVERAGE SALARY	47013	702 260	36456	734 277	29978	708 287	30209	105 77	22708	216 135	36394	2360 391
HIGH SALARY	105000		62675		47700		45000		48000		105000	
LOW SALARY	19590		17220		17500		18500		11445		11445	
FAC MIX PCT	0.30		0.31		0.30		0.04		0.09		1.00	
SALARY FACTOR	1.01		1.00		0.99		1.02		0.95		0.99	

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES 300000

AVERAGE SALARY	48504	95 25	35493	60 22	30884	61 29	27225	4 4	23329	9 9	39250	225 43
HIGH SALARY	110000		62685		46704		33000		29000		110000	
LOW SALARY	27921		22160		21010		22500		19000		19000	
FAC MIX PCT	0.42		0.27		0.27		0.02		0.04		1.00	
SALARY FACTOR	1.04		0.97		1.02		0.92		0.97		1.07	

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION 380000

AVERAGE SALARY	42460	778 296	34400	526 246	27985	521 225	26564	97 79	23229	57 43	35617	1882 367
HIGH SALARY	93385		58500		46475		40070		51000		93385	
LOW SALARY	20000		10536		10536		18000		14301		10536	
FAC MIX PCT	0.41		0.28		0.28		0.05		0.03		1.00	
SALARY FACTOR	0.91		0.94		0.93		0.90		0.97		0.97	

FACULTY SALARY SURVEY

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY 390000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	38703	364	98	32715	311	96	27153	258	85	24451	36	26	23828	52	31	33001	985	125
HIGH SALARY	82425			51080			45843			42000			37086			82425		
LOW SALARY	7164			17280			8780			9000			11772			7164		
FAC MIX PCT	0.37			0.32			0.26			0.04			0.05			1.00		
SALARY FACTOR	0.83			0.90			0.90			0.83			0.99			0.90		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES 400000

AVERAGE SALARY	52297	198	31	39812	81	28	31187	88	34	28602	19	10	23750	21	12	43357	388	63
HIGH SALARY	102000			61200			50591			39000			45200			102000		
LOW SALARY	24800			23100			15000			15000			15688			15000		
FAC MIX PCT	0.51			0.21			0.23			0.05			0.05			1.00		
SALARY FACTOR	1.13			1.09			1.03			0.97			0.99			1.18		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 400501

AVERAGE SALARY	47014	764	284	35360	379	206	29367	341	208	27512	63	55	24074	37	31	39595	1521	357
HIGH SALARY	100000			60500			45000			39000			33757			100000		
LOW SALARY	18900			18500			14160			16500			15040			14160		
FAC MIX PCT	0.50			0.25			0.22			0.04			0.02			1.00		
SALARY FACTOR	1.01			0.97			0.97			0.93			1.01			1.08		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY 400601

AVERAGE SALARY	50809	125	53	37140	66	40	30301	47	31	26667	3	3	27000	1	1	42901	239	72
HIGH SALARY	90800			49180			41000			28000			27000			90800		
LOW SALARY	28006			25910			22165			25000			27000			22165		
FAC MIX PCT	0.52			0.28			0.20			0.01						1.00		
SALARY FACTOR	1.09			1.02			1.00			0.90			1.13			1.17		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL 400801

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	51602	532	187	38136	311	150	31377	250	147	30536	52	46	22528	14	14	42883	1107	268
HIGH SALARY	104990			61200			46050			41000			27620			104990		
LOW SALARY	23900			21000			15000			15000			16875			15000		
FAC MIX PCT	0.48			0.28			0.23			0.05			0.01			1.00		
SALARY FACTOR	1.11			1.05			1.04			1.04			0.94			1.16		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 420000

AVERAGE SALARY	45214	678	269	34867	588	266	28713	526	266	27245	118	101	21607	39	34	36648	1831	376
HIGH SALARY	86000			67416			53925			40000			30000			86000		
LOW SALARY	19167			20672			17021			18300			12000			12000		
FAC MIX PCT	0.37			0.32			0.29			0.06			0.02			1.00		
SALARY FACTOR	0.97			0.96			0.95			0.92			0.90			1.00		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES 430000

AVERAGE SALARY	45414	15	5	34630	14	10	29073	19	11	25000	2	2	28772	5	5	35137	53	23
HIGH SALARY	58875			46150			42000			28000			64554			64554		
LOW SALARY	34127			27032			21410			22000			12600			12600		
FAC MIX PCT	0.28			0.26			0.36			0.04			0.09			1.00		
SALARY FACTOR	0.98			0.95			0.96			0.85			1.20			0.95		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 450000

AVERAGE SALARY	48566	295	60	35552	223	69	30142	219	67	30302	39	19	22457	25	18	38605	762	103
HIGH SALARY	145000			71000			58240			58240			33830			145000		
LOW SALARY	25756			21000			13200			21000			12600			12600		
FAC MIX PCT	0.39			0.29			0.29			0.05			0.03			1.00		
SALARY FACTOR	1.05			0.97			1.00			1.03			0.94			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 450201

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	48735	68	40	38518	71	34	29891	69	45	28232	16	14	31086	2	1	38921	210	69
HIGH SALARY	70400			50000			38250			38000			33563			70400		
LOW SALARY	29067			26460			23000			23153			28610			23000		
FAC MIX PCT	0.32			0.34			0.33			0.08			0.01			1.00		
SALARY FACTOR	1.05			1.06			0.99			0.96			1.30			1.06		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ECONOMICS 450601

AVERAGE SALARY	58609	200	78	40481	228	93	34556	217	84	33044	31	21	28512	30	20	43415	675	122
HIGH SALARY	145000			71000			44335			41000			39375			145000		
LOW SALARY	20888			16704			23000			24815			15000			15000		
FAC MIX PCT	0.30			0.34			0.32			0.05			0.04			1.00		
SALARY FACTOR	1.26			1.11			1.14			1.12			1.19			1.18		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 450701

AVERAGE SALARY	51056	40	18	35380	27	18	30317	24	12	30500	5	4	32750	2	2	40759	93	27
HIGH SALARY	100000			45358			36800			33500			41000			100000		
LOW SALARY	32591			26675			22954			25000			24500			22954		
FAC MIX PCT	0.43			0.29			0.26			0.05			0.02			1.00		
SALARY FACTOR	1.10			0.97			1.00			1.03			1.37			1.11		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 450801

AVERAGE SALARY	45359	731	291	35928	502	229	28161	396	211	28122	94	72	23267	42	37	37894	1671	367
HIGH SALARY	84200			59200			58240			58240			33000			84200		
LOW SALARY	10358			19757			12584			20000			15000			10358		
FAC MIX PCT	0.44			0.30			0.24			0.06			0.03			1.00		
SALARY FACTOR	0.98			0.98			0.93			0.95			0.97			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT 451001

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	46901	379 181	36919	341 175	29239	310 160	27524	55 49	25985	31 29	37921	1061 272
HIGH SALARY	96652		74346		48140		36294		35000		96652	
LOW SALARY	22277		23637		17525		20000		18888		17525	
FAC MIX PCT	0.36		0.32		0.29		0.05		0.03		1.00	
SALARY FACTOR	1.01		1.01		0.97		0.93		1.08		1.03	

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 451101

AVERAGE SALARY	44091	314 177	34448	394 215	28791	310 184	26687	55 46	23999	35 31	35310	1053 309
HIGH SALARY	97931		55812		51200		35000		39500		97931	
LOW SALARY	22382		18313		17000		20000		15000		15000	
FAC MIX PCT	0.30		0.37		0.29		0.05		0.03		1.00	
SALARY FACTOR	0.95		0.94		0.95		0.91		1.00		0.96	

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 500000

AVERAGE SALARY	42095	236 58	34417	266 75	27693	253 77	27570	30 19	23074	44 26	33931	799 111
HIGH SALARY	74000		50550		39525		38120		37464		74000	
LOW SALARY	15000		21375		16300		17000		15000		15000	
FAC MIX PCT	0.30		0.33		0.32		0.04		0.06		1.00	
SALARY FACTOR	0.91		0.94		0.92		0.94		0.96		0.92	

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMATIC ARTS 500501

AVERAGE SALARY	43026	158 91	33994	185 112	27583	231 137	26211	35 33	24544	53 37	33109	627 202
HIGH SALARY	78300		60943		40328		36000		39614		78300	
LOW SALARY	22316		20750		18134		21000		17000		17000	
FAC MIX PCT	0.25		0.30		0.37		0.06		0.08		1.00	
SALARY FACTOR	0.93		0.93		0.91		0.89		1.02		0.90	

FACULTY SALARY SURVEY

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAWING 500705

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	40649	274 147	32314	308 173	26939	278 160	27937	32 26	22429	36 33	32798	896 260
HIGH SALARY	75200		51832		41916		38000		30048		75200	
LOW SALARY	21298		17553		14244		20000		16984		14244	
FAC MIX PCT	0.31		0.34		0.31		0.04		0.04		1.00	
SALARY FACTOR	0.88		0.89		0.89		0.95		0.94		0.89	

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: MUSIC, GENERAL 500901

AVERAGE SALARY	40400	579 218	32660	622 235	26836	596 225	26661	71 53	23169	128 77	32553	1925 328
HIGH SALARY	90000		53576		52198		38120		43540		90000	
LOW SALARY	12584		12584		13573		18000		8700		8700	
FAC MIX PCT	0.30		0.32		0.31		0.04		0.07		1.00	
SALARY FACTOR	0.87		0.90		0.89		0.90		0.97		0.88	

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	46438	13611	36476	13404	30250	13680	29483	2228	23951	2838	36818	43533
HIGH SALARY	145000		110000		84000		59000		76400		145000	
LOW SALARY	7164		10536		8780		9000		8700		7164	
FAC MIX PCT	0.31		0.31		0.31		0.05		0.07		1.00	
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	

460

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Abilene Christian University (TX)		☆	☆		☆	☆	☆	☆
Academy of the New Church (The) (PA)							☆	
Adelphi University (NY)	☆		☆☆	☆☆			☆☆	☆☆
Adrian College (MI)		☆						☆☆
Agnes Scott College (GA)			☆	☆		☆	☆	☆
Alabama Christian College (AL)	☆							
Alaska Pacific University (AK)						☆	☆	☆
ALBERTUS MAGNUS COLLEGE (CT)	☆	☆	☆	☆	☆	☆	☆	☆
Albion College (MI)		☆			☆	☆	☆	☆
Alderson-Broaddus College (WV)		☆	☆	☆				
Alfred University (NY)	☆	☆	☆	☆	☆		☆	☆
Allegheny College (PA)				☆	☆	☆	☆	☆
Allentown College of St. Francis de Sales (PA)	☆		☆	☆	☆	☆	☆	☆
Alliance College (PA)				☆	☆			
ALMA COLLEGE (MI)	☆	☆	☆	☆	☆	☆	☆	☆
Alvernia College (PA)						☆	☆	☆
Alverno College (WI)	☆	☆	☆	☆		☆	☆	☆
American College, The (PA)		☆	☆	☆	☆	☆		
American Graduate School of International Management (AZ)	☆		☆			☆	☆	
American Technological University (TX)	☆		☆	☆	☆	☆	☆	
AMERICAN UNIVERSITY, THE (DC)	☆	☆	☆	☆	☆	☆	☆	☆☆
Amherst College (MA)			☆	☆	☆	☆	☆	☆
Ana G. Mendez Educational Foundation (PR)					☆			
Andover Newton Theological School (MA)			☆	☆	☆	☆	☆	
ANNA MARIA COLLEGE (MA)	☆	☆	☆	☆	☆	☆	☆	☆
Antillian College (PR)					☆			
Antioch College (OH)								☆
Appalachian Bible College (WV)			☆					
AQUINAS COLLEGE (MI)	☆	☆	☆	☆	☆	☆	☆	☆
Aquinas Institute (MO)				☆	☆	☆		
Arkansas College (AR)		☆	☆	☆	☆	☆	☆	☆
Armstrong College (CA)								☆
Art Academy of Cincinatti (OH)			☆					☆
Asbury College (KY)		☆	☆	☆	☆	☆	☆	☆
Ashland University (OH)					☆		☆	☆
Assumption College (MA)		☆		☆			☆	☆

Those institutions listed in CAPITAL LETTERS have participated in each of the eight years of the survey.

☆☆ The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, has been continued each year since.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Atlanta University, The (GA)			★					
Atlantic Christian College (NC)	★				★			
Augsburg College (MN)		★	★	★	★			
Augustana College (IL)			★	★	★	★	★	★
Augustana College (SD)	★	★						
Aurora University (IL)	★	★	★	★	★	★		★
Austin College (TX)			★		★	★		
Austin Presbyterian Theological Seminary (TX)			★		★	★	★	
Averett College (VA)	★	★	★	★	★	★	★	
AVILA COLLEGE (MO)	★	★	★	★	★	★	★	★
AZUSA PACIFIC UNIVERSITY (CA)	★	★	★	★	★	★	★	★
Babson College (MA)	★	★	★	★	★	★		★
Baker University (KS)	★		★	★				
Baldwin-Wallace College (OH)				★	★	★	★	★
Baltimore Hebrew University (MD)								★
Baptist Bible Institute (FL)				★				
Baptist College at Charleston (SC)			★					★
Bard College (NY)		★	★★	★★	★★	★★		★★
Barnard College (NY)	★	★		★	★	★	★	
Barrington College (RI)		★						
BARRY UNIVERSITY (FL)	★	★	★	★	★	★	★	★
Bartlesville Wesleyan College (OK)				★	★			
Beaver College (PA)		★	★	★	★★	★		★
Belhaven College (MS)						★		
Bellarmine College (KY)	★	★		★	★	★	★	★
Bellevue College (NE)					★	★	★	★
Belmont Abbey College (NC)				★	★	★	★	
Beloit College (WI)		★					★★	
Benedict College (SC)	★	★	★					
Benedictine College (KS)		★	★		★	★	★	★
Bennett College (NC)	★	★	★	★		★		★
Bennington College (VT)						★		
Bentley College (MA)	★	★	★			★	★	★
Berklee College of Music (MA)						★★		★★
Berkshire Christian College (MA)			★					
Berry College (GA)	★						★	★
Bethany College (KS)		★	★	★				
Bethany College (WV)				★	★	★	★	
Bethany Nazarene College (OK)		★	★					
Bethany Theological Seminary (IL)			★	★	★			
Bethel College (IN)		★				★		★
Bethel College (KS)	★	★		★			★	★
Bethel College (MN)		★		★		★	★	★
Bethel College (TN)		★						
Bethel Theological Seminary (MN)						★		
Bethune-Cookman College (FL)	★	★	★	★	★		★	★
Biola University (CA)	★	★	★	★	★	★	★	
Birmingham-Southern College (AL)		★	★	★	★	★	★	★
Bishop College (TX)	★	★	★	★	★			
Blackburn College (IL)		★						
Blessing/Rieman College of Nursing (IL)								★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Bloomfield College (NJ)	☆	☆		☆☆			☆☆	
Bluefield College (VA)						☆	☆	☆
Bluffton College (OH)	☆	☆	☆					
Boricua College (NY)		☆						
Boston College (MA)		☆	☆	☆	☆	☆		
Boston Conservatory, The (MA)						☆		
Boston University (MA)	☆	☆		☆	☆	☆	☆	☆
Bradford College (MA)						☆		☆
BRADLEY UNIVERSITY (IL)	☆	☆	☆	☆	☆	☆	☆	☆
Brandeis University (MA)								☆
Brenau College (GA)								☆
Brescia College (KY)						☆		☆
BRIAR CLIFF COLLEGE (AL)	☆	☆	☆	☆	☆	☆	☆	☆
BRIDGEWATER COLLEGE (VA)	☆	☆	☆	☆	☆	☆	☆	☆
Brigham Young University (UT)			☆		☆	☆	☆	☆
Bryan College (TN)	☆			☆				
Bryant College (RI)		☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Bryn Mawr College (PA)		☆	☆	☆	☆	☆		☆
BUCKNELL UNIVERSITY (PA)	☆	☆	☆	☆	☆	☆	☆	☆
Buena Vista College (IA)			☆					☆
Butler University (IN)		☆	☆	☆	☆	☆	☆	☆
Cabrini College (PA)				☆☆	☆☆	☆☆	☆☆	☆☆
Caldwell College (NJ)								☆
California Baptist College (CA)	☆	☆						
California Lutheran College (CA)			☆					
California School of Professional Psychology (CA)			☆					☆
Calumet College (IN)				☆				
Calvary Bible College (MO)					☆			
Calvin College (MI)	☆		☆		☆		☆	
Calvin College and Seminary (MI)						☆	☆	☆
Campbellsville College (KY)			☆		☆	☆		
Canisius College (NY)	☆	☆	☆		☆	☆	☆	☆
Capital University (OH)	☆	☆	☆		☆		☆	☆
Capitol College (MD)							☆	
Capitol Institute of Technology (MD)			☆	☆	☆	☆		
Cardinal Glennon College (MO)				☆				
Cardinal Stritch College (WI)								☆
Caribbean University College (PR)						☆	☆	☆
Carlow College (PA)				☆			☆	☆
Carnegie Mellon University (PA)	☆		☆	☆	☆	☆		
Carroll College (MT)		☆	☆		☆	☆	☆	☆
Carroll College (WI)			☆	☆	☆☆	☆		☆
Carson-Newman College (TN)					☆	☆		
Case Western Reserve University (OH)			☆					
Catawba College (NC)		☆	☆	☆	☆			☆
Catholic Theological Union (IL)			☆	☆	☆	☆	☆	☆
Catholic University of America, The (DC)			☆	☆	☆	☆	☆	☆
Catholic University of Puerto Rico (PR)	☆		☆	☆	☆	☆	☆	
Cazenovia College (NY)								☆
CBN University (VA)								☆
CEDAR CREST (PA)	☆	☆	☆	☆	☆	☆	☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Cedarville College (OH)	★	★	★	★	★	★		★
Centenary College (NJ)	★	★			★	★		
Centenary College of Louisiana (LA)						★		★
Center for Creative Studies-College of Art & Design (MI)	★							★
Central Christian College of the Bible (MO)				★				
CENTRAL COLLEGE (IA)	★	★	★	★	★	★	★	★
Central Methodist College (MO)					★		★	★
Central New England College of Technology (MA)					★			
Central Wesleyan College (SC)		★		★	★	★	★	★
Chaminade University of Honolulu (HI)	★	★	★	★		★		
Chapman College (CA)			★				★	
Chatham College (PA)					★			★
Chicago Theological Seminary (IL)				★	★	★	★	
Christ College Irvine (CA)				★		★		★
Christ Seminary--Seminex (IL)				★	★	★		
Christian Broadcasting Network University (VA)						★		
Christian Brothers College (TN)		★	★	★	★	★	★	★
Christian Heritage College (CA)						★	★	★
Christian Theological Seminary (IN)			★	★				★
Church Divinity School of the Pacific (CA)				★	★	★	★	
Cincinnati Bible College and Seminary (OH)								★
Claflin College (SC)			★					
Claremont Graduate School (CA)			★			★	★	
Claremont McKenna College (CA)			★		★			
Clark College (GA)			★★	★				
Clark University (MA)	★	★	★	★	★	★		★
Clarke College (IA)	★		★			★	★	★
Clarkson University (NY)	★		★	★	★	★	★	
Clearwater Christian College (FL)						★		★
Coe College (IA)		★					★	
Cogswell Polytechnical College (CA)		★	★		★	★	★	★
Coker College (SC)			★		★	★	★	★
Colby College (ME)	★							
Colby-Sawyer College (NH)								★
Colgate University (NY)	★	★	★			★		
College Misericordia (PA)	★	★	★	★			★	★
College of Associated Arts (MN)								★
College of Great Falls (MT)		★	★	★		★	★	
College of Idaho, The (ID)		★	★	★	★			
College of Mount Saint Vincent (NY)		★	★	★	★	★		★
College of Mount St. Joseph (OH)	★		★	★	★	★	★	★
College of New Rochelle (NY)		★	★	★	★			
College of Notre Dame (CA)	★	★	★	★	★			
College of Notre Dame of Maryland (MD)				★	★		★	
College of Our Lady of the Elms (MA)					★★			
College of Saint Benedict (MN)			★	★		★	★	★
College of Saint Elizabeth (NJ)		★	★	★	★	★	★	
College of Saint Mary (NE)				★	★	★		★
College of Saint Rose, The (NY)	★	★	★	★		★	★	★
College of Saint Teresa (MN)	★					★		
College of Santa Fe (The) (NM)							★	★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
College of St. Catherine (MN)	★		★					★
College of St. Joseph (VT)			★	★	★	★	★	
COLLEGE OF ST. SCHOLASTICA (MN)	★	★	★	★	★	★	★	★
College of St. Thomas (MN)					★			★
College of The Atlantic (ME)						★		
COLLEGE OF THE HOLY CROSS (MA)	★	★	★	★	★	★	★	★
College of the Southwest (NM)							★	
College of Wooster, The (OH)	★	★	★		★	★	★	★
Colorado Christian College (CO)							★	
Colorado Technical College (CO)						★		
Columbia Bible College and Seminary (SC)	★		★			★	★	★
Columbia Christian College (OR)			★					
Columbia College (MO)	★	★	★	★	★	★	★	
Columbia College (SC)		★						
Columbia Theological Seminary (GA)						★	★	★
Columbia University in the City of New York (NY)			★					
Concordia College (IL)						★	★	★
Concordia College (MI)		★	★	★	★	★	★	
Concordia College (MN)	★		★	★	★	★	★	★
Concordia College (NY)			★	★	★	★		★
Concordia College (OR)			★			★		
Concordia College Wisconsin (WI)			★	★	★	★	★	
Concordia Seminary (MO)	★		★		★	★	★	
Concordia Teachers College (NE)					★	★	★	★
Connecticut College (CT)					★			
Converse College (SC)	★		★	★		★		
Cooper Union, The (NJ)								★★
Cooper Union for the Advancement of Science and Art, The (NY)		★	★	★	★★	★★	★★	
Cornell College (IA)			★	★	★	★	★	★
Cornell University (NY)			★	★	★	★	★	
Cottey College (MO)							★	
Covenant College (GA)			★	★	★		★	★
Creighton University (NE)	★	★	★	★		★	★	★
Culver-Stockton College (MO)		★						
Curry College (MA)		★	★	★★		★★		
D'YOUVILLE COLLEGE (NY)	★	★	★★	★★	★★	★★	★★	★★
Dakota Wesleyan University (SD)	★			★				★
Dallas Baptist College (TX)			★					
Dallas Theological Seminary (TX)	★		★					★
Daniel Webster College (NH)					★		★	★
Dartmouth College (NH)		★						
David Lipscomb College (TN)			★		★		★	★
Davidson College (NC)							★	★
Davis & Elkins College (WV)	★	★	★	★		★		★
De Sales School of Theology (DC)			★	★	★			
DEFIANCE COLLEGE, THE (OH)	★	★	★	★	★	★	★	★
Delaware Valley College (PA)						★	★	
DEPAUL UNIVERSITY (IL)	★	★	★	★	★	★	★	★
DePauw University (IN)		★	★	★	★		★	
DeVRY Inc. (IL)				★	★			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
DICKINSON COLLEGE (PA)	★	★	★	★	★	★	★	★
Dillard University (LA)								★
Divine Word College (IA)			★		★			
Doane College (NE)	★	★		★	★	★	★	★
Dominican College of Blauvelt (NY)				★	★	★	★	★
Dominican College of San Rafael (CA)		★						
Dominican School of Philosophy & Theology (CA)						★		
Don Bosco College (NJ)		★				★		
Dordt College, Inc. (IA)	★	★	★		★	★	★	★
Dowling College (NY)	★				★★		★★	
DRAKE UNIVERSITY (IA)	★	★	★	★	★	★	★	★
DREW UNIVERSITY (NJ)	★	★	★	★	★	★	★	★
Drexel University (PA)							★	★
Drury College (MO)	★				★	★	★	★
Duke University (NC)			★	★				
Duquesne University (PA)	★	★	★			★	★	★
Earlham College (IN)					★	★	★	
East Texas Baptist University (TX)	★	★	★					
Eastern College (PA)		★			★			
Eastern Baptist Theological Seminary, The (PA)						★		
Eastern Mennonite College and Seminary (VA)			★	★	★	★	★	★
ECKERD COLLEGE (FL)	★	★	★	★	★	★	★	★
Eden Theological Seminary (MO)			★			★	★	
Edgewood College (WI)						★	★	★
Edward Waters College (FL)	★							
Elizabethtown College (PA)						★	★	★
Elmhurst College (IL)		★	★	★	★	★	★	★
Elmira College (NY)	★		★	★	★	★		★
Elms College (MA)		★	★	★		★	★	
Elon College (NC)		★	★					
Embry-Riddle Aeronautical University (AR)						★		
Embry-Riddle Aeronautical University (FL)			★		★	★	★	★
Emerson College (MA)			★★	★★	★★	★★	★★	★★
Emmanuel College (MA)		★		★★				
Emory & Henry College (VA)	★	★	★		★	★	★	★
Emory University (GA)				★	★	★		
Endicott College (MA)							★★	
Episcopal Divinity School (MA)			★					
Episcopal Theological Seminary, of the Southwest, The (TX)					★	★		
Erskine College (SC)		★	★	★	★			
Eureka College (IL)					★	★	★	★
Evangel College (MO)	★	★						
Evangelical School of Theology (PA)						★		
Fairfield University (CT)			★	★★	★★	★★	★★	★★
Fairleigh Dickinson University Hackensack (NJ)							★	
Fairleigh Dickinson University Madison (NJ)				★★				
Fairleigh Dickinson University Rutherford (NJ)				★★	★★	★		
Fairleigh Dickinson University Teaneck (NJ)				★★				
Faith Baptist Bible College & Theological Seminary (IA)				★	★		★	★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Felician College (NJ)				✲				✲
Ferrum College (VA)	✲	✲	✲	✲	✲			✲
Flagler College (FL)			✲					
Florida Christian College (FL)								✲
Florida Memorial College (FL)					✲			
Fontbonne College (MO)	✲	✲	✲	✲	✲	✲		✲
Fordham University (NY)		✲	✲		✲	✲		
Franciscan University of Steubenville (OH)								✲
Franklin and Marshall College (PA)		✲	✲	✲	✲	✲	✲	✲
Franklin College of Indiana (IN)	✲	✲	✲					✲
Franklin Pierce College (NH)			✲✲	✲✲			✲✲	✲✲
Friends University (KS)						✲		
Furman University (SC)	✲	✲	✲	✲	✲		✲	✲
Gallaudet University (DC)	✲		✲	✲	✲			
Gannon University (PA)	✲	✲			✲		✲	
Gardner-Webb College (NC)					✲		✲	
Garrett-Evangelical Theological Seminary (IL)			✲	✲	✲	✲		
Geneva College (PA)		✲	✲					
George Fox College (OR)				✲	✲	✲	✲	✲
GEORGE WASHINGTON UNIVERSITY, THE (DC)	✲	✲	✲	✲	✲	✲	✲	✲
George Williams College (IL)	✲	✲	✲					
Georgetown College (KY)	✲		✲	✲		✲	✲	✲
GEORGETOWN UNIVERSITY (DC)	✲	✲	✲	✲	✲	✲	✲	✲
Georgian Court College (NJ)	✲		✲	✲	✲	✲	✲	✲
Gettysburg College (PA)					✲	✲	✲	
GMI Engineering & Management Institute (MI)			✲		✲	✲	✲	✲
Golden Gate Baptist Theological Seminary (CA)					✲	✲		
Golden Gate University (CA)					✲		✲	
Goldey Beacom College (DE)					✲			
Gonzaga University (WA)		✲	✲	✲	✲	✲	✲	✲
Gordon College (MA)	✲		✲			✲	✲	✲
Gordon-Conwell Theological Seminary (MA)			✲		✲	✲	✲	✲
Goshen College (IN)	✲	✲	✲			✲		✲
Goucher College (MD)	✲	✲	✲					
Grace Bible College (MI)			✲					
Grace College of the Bible (NE)			✲		✲			
Grace College & Theological Seminary (IN)			✲		✲		✲	✲
Grace Schools, Inc. (IN)	✲							
Graceland College (IA)	✲	✲	✲	✲	✲			
Graduate Theological Union (CA)							✲	
Grand Canyon College (AZ)				✲	✲			
Grand View College (IA)		✲	✲	✲	✲	✲	✲	
Gratz College (PA)			✲✲					✲✲
Great Lakes Bible College (MI)						✲	✲	✲
Green Mountain College (VT)						✲	✲	
Greensboro College (NC)		✲		✲	✲	✲	✲	
Griffin College (WA)							✲	
Grinnell College (IA)				✲	✲	✲	✲	
Guilford College (NC)		✲	✲	✲	✲			✲
Gulf Coast Bible College (TX)			✲					
Gustavus Adolphus College (MN)					✲			
Gwynedd-Mercy College (PA)	✲							

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Hahnemann University (PA)			☆				☆	
Hamilton College (NY)	☆			☆			☆	
Hamline University (MN)	☆	☆		☆	☆		☆	☆
Hampden-Sydney College (VA)						☆	☆	
Hampshire College (MA)	☆						☆	
Hampton University (VA)	☆			☆	☆	☆	☆	☆
Hannibal-LaGrange College (MO)				☆		☆	☆	
Hanover College (IN)	☆	☆	☆	☆				
Hartford College (CT)			☆					
Hartwick College (NY)	☆	☆	☆	☆	☆	☆	☆	
Hastings College (NE)	☆			☆		☆	☆	☆
Haverford College (PA)	☆							
Hawaii Loa College (HI)		☆			☆	☆		
Hawaii Pacific College (HI)					☆			☆
Hebrew College (MA)								☆
HEIDELBERG COLLEGE (OH)	☆	☆	☆	☆☆	☆	☆	☆	☆
Hellenic College, Inc. (MA)				☆				
Hendrix College (AR)				☆				
High Point College (NC)	☆	☆	☆			☆	☆	
Hiram College (OH)	☆				☆			☆
Hobart and William Smith Colleges (NY)					☆	☆	☆	
Hofstra University (NY)								☆☆
Hollins College (VA)			☆	☆				
Holy Family College (PA)	☆			☆		☆	☆	☆
Holy Names College (CA)					☆	☆	☆	☆
Hood College (MD)	☆	☆	☆	☆	☆			☆
Hope College (MI)	☆	☆	☆	☆	☆	☆		
Houghton College (NY)				☆	☆		☆	
Houston Baptist University (TX)					☆	☆		
Howard Payne University (TX)		☆						☆
Howard University (DC)				☆			☆☆	☆
Huntington College (IN)	☆	☆	☆		☆			
Huron College (SD)				☆			☆	
Husson College (ME)	☆	☆	☆	☆	☆	☆		
Huston-Tillotson College (TX)		☆	☆	☆	☆			☆
Illinois Benedictine College (IL)	☆	☆	☆	☆	☆	☆	☆	
Illinois College (IL)		☆	☆		☆	☆		
Illinois College of Optometry (IL)	☆							
Illinois Institute of Technology (IL)			☆	☆	☆	☆	☆	
Illinois Wesleyan University (IL)						☆	☆	
Immaculata College (PA)	☆	☆	☆	☆	☆	☆	☆	
Incarnate Word College (TX)				☆	☆		☆	
Indiana Central University (IN)				☆				
Inter American University of Puerto Rico --Metropolitan campus (PR)		☆						
Inter American University of Puerto Rico --San German (PR)			☆	☆	☆	☆		
Inter American University of Puerto Rico at San Juan (PR)			☆		☆			
Interdenominational Theological Center (GA)					☆			☆
Iona College (NY)	☆	☆	☆	☆	☆	☆		☆
Iowa Wesleyan College (IA)				☆	☆	☆		

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
ITHACA COLLEGE (NY)	☆	☆	☆	☆	☆	☆	☆	☆
Jacksonville University (FL)	☆	☆		☆				
Jamestown College (ND)						☆		
Jarvis Christian College (TX)		☆		☆			☆	☆
Jesuit School of Theology at Berkeley (CA)			☆				☆	
Jewish Theological Seminary of America, The (NY)							☆	
John B. Stetson University (FL)	☆	☆	☆					
John Brown University (AR)		☆				☆☆	☆☆	
JOHN CARROLL UNIVERSITY (OH)	☆	☆	☆	☆	☆	☆	☆	☆
John F. Kennedy University (CA)				☆				
John Wesley College (NC)							☆	
Johns Hopkins University, The (MD)		☆		☆	☆	☆	☆	☆
Johnson C. Smith University (NC)		☆	☆		☆			
Judson College (AL)						☆	☆	☆
Judson College (IL)		☆	☆	☆		☆	☆	
Juniata College (PA)					☆		☆	☆
Kalamazoo College (MI)	☆		☆	☆	☆	☆	☆	☆
Kansas Wesleyan (KS)		☆	☆		☆			
Kentucky Wesleyan College (KY)	☆	☆		☆☆				
Kenyon College (OH)		☆	☆	☆	☆	☆	☆	☆
Keuka College (NY)		☆		☆			☆	
King College (TN)			☆					
King's College (PA)	☆	☆	☆	☆	☆	☆		☆
King's College, The (NY)				☆				
Knoxville College (TN)					☆			
LA ROCHE COLLEGE (PA)	☆	☆	☆	☆	☆	☆	☆	☆
La Salle University (PA)						☆	☆	☆
Lafayette College (PA)	☆	☆	☆	☆			☆	
LaGrange College (GA)	☆	☆	☆					
Lake Erie College (OH)						☆	☆	☆
Lake Forest College (IL)				☆		☆		☆
Lakeland College (WI)	☆	☆	☆	☆			☆	☆
Lambuth College (TN)	☆	☆	☆	☆				☆
Lancaster Bible College (PA)			☆	☆		☆	☆	
Lawrence University (WI)						☆		
Le Moyne College (NY)			☆	☆	☆	☆	☆	
Le Tourneau College (TX)	☆	☆	☆		☆	☆	☆	☆
Lebanon Valley College (PA)			☆	☆	☆	☆	☆	☆
Lee College (TN)							☆	
Lehigh University (PA)	☆				☆			
Lenoir-Rhyne College (NC)				☆		☆	☆	☆
Lewis & Clark College (OR)			☆	☆	☆	☆	☆	☆
Lewis University (IL)	☆			☆	☆			
Lexington Theological Seminary (KY)				☆	☆	☆		
Liberty University (VA)		☆			☆			
L.I.F.E. Bible Co. (CA)							☆	
Limestone College (SC)		☆		☆		☆	☆	☆
Lincoln Christian College and Seminary (IL)					☆	☆		
Lincoln Memorial University (TN)	☆	☆	☆	☆	☆			☆
Lindsey Wilson College (KY)							☆	☆
Linfield College (OR)	☆		☆	☆	☆	☆	☆	☆
Loma Linda University (CA)	☆	☆						

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Long Island University (NY)			**	**	**	**	**	
Loras College (IA)			*	*	*	*	*	*
Loretto Heights College (CO)		*						
Louisiana College (LA)				*	*		*	*
Louisville Presbyterian Theological Seminary (KY)			*	*	*	*	*	
LOYOLA COLLEGE IN MARYLAND (MD)	*	*	*	*	*	*	*	*
Loyola Marymount University (CA)		*				*	*	*
Loyola University (LA)								*
Lubbock Christian University (TX)		*	*	*	*		*	
LUTHER COLLEGE (IA)	*	*	*	*	*	*	*	*
Lutheran Theological Seminary at Gettysburg (PA)					*			*
Lutheran Theological Southern Seminary (SC)						*		
LYCOMING COLLEGE (PA)	*	*	*	*	*	*	*	*
Lynchburg College (VA)		*	*	*	*	*	*	*
Macalester College (MN)			*					
MacMurray College (IL)		*						
Madonna College (MI)				*	*	*	*	*
Mallinkrodt College of the North Shore (IL)							*	
Malone College (OH)	*	*	*		*		*	*
Manhattan Christian College (KS)			*	*	*			*
Manhattan College (NY)			*					*
Manhattanville College (NY)		*	*		*	*	*	*
Marian College (IN)						*	*	
Marian College of Fond du luc (WI)								*
Marietta College (OH)					*		*	*
Marist College (NY)	*	*	*	**	**		**	**
Marquette University (WI)							*	*
Mars Hill College (NC)	*			*	*	*	*	*
Martin Methodist College (TN)							*	
MARY BALDWIN COLLEGE (VA)	*	*	*	*	*	*	*	*
Mary Crest College (IA)						*		*
Marygrove College (MI)	*			*				
Maryknoll School of Theology (NY)			*	*	*	*	*	
MARYMOUNT COLLEGE (NY)	*	*	*	**	**	**	**	**
Marymount College of Kansas City (KS)							*	
Marymount College, Palos Verdes (CA)							*	
Marymount Manhattan College (NY)	*	*	*	*	*		*	
Marymount University (VA)					**		**	
Maryville College (TN)	*	*	*	*	*	*	*	
Maryville College St. Louis (MO)	*	*	*			*	*	*
MARYWOOD COLLEGE (PA)	*	*	*	*	*	*	*	*
Massachusetts College of Pharmacy and Allied Health Sciences (MA)				*	*			
Massachusetts Institute of Technology (MA)			*		*	*	*	
McKendree College (IL)	*		*	*	*			
McMurray College (TX)	*							
McPherson College (KS)		*	*	*		*	*	*
Meadville Theological School of Lombard College (IL)					*			
Medical College of Wisconsin (WI)	*							

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Memphis Theological Seminary (TN)					☆	☆	☆	☆
Mennonite Brethren Biblical Seminary (CA)			☆	☆				
Mercer University (GA)			☆	☆	☆			☆
Mercy College (NY)		☆			☆		☆	☆
MERCY COLLEGE OF DETROIT (MI)	☆	☆	☆	☆	☆	☆	☆	☆
Mercyhurst College (PA)			☆	☆		☆	☆	
Meredith College (NC)	☆	☆		☆	☆	☆	☆	☆
MERRIMACK COLLEGE (MA)	☆	☆	☆	☆	☆	☆	☆	☆
Michigan Christian College (MI)								☆
Mid-America Bible College (OK)					☆			
Mid-America Nazarene College (KS)	☆							
Mid-South Bible College (TN)					☆	☆		
Midland Lutheran College (NE)	☆			☆	☆	☆	☆	
Midwestern Baptist Theological Seminary (MO)								☆
Milligan College (TN)								☆
Millikin University (IL)	☆	☆	☆	☆	☆		☆	☆
Mills College (CA)		☆						☆
Millsaps College (MS)				☆	☆		☆	
Milwaukee School of Engineering (WI)			☆	☆	☆	☆		
Minneapolis College of Art and Design (MN)	☆		☆	☆				☆
Minnesota Bible College (MN)			☆					
Missouri Baptist College (MO)			☆	☆	☆		☆	☆
Missouri Valley College (MO)						☆		
Mitchell College (CT)							☆☆	
Mobile College (AL)								☆
Molloy College (NY)	☆	☆		☆	☆	☆		
Monmouth College (NJ)	☆	☆			☆☆	☆☆	☆☆	☆☆
Monterey Institute of International Studies (CA)				☆				
Montreat-Anderson College (NC)							☆	
MORAVIAN COLLEGE (PA)	☆	☆	☆	☆	☆	☆	☆	☆
Morningside College (IA)		☆		☆	☆	☆		
Morris Brown College (GA)	☆	☆		☆	☆			☆
Mount Marty College (SD)	☆	☆	☆	☆	☆			
Mount Mary College (WI)	☆	☆	☆	☆	☆	☆	☆	
Mount Mercy College (IA)	☆		☆	☆	☆	☆	☆	☆
Mount Saint Mary's College (MD)		☆	☆		☆	☆	☆	☆
Mount Senario College (WI)		☆	☆			☆		
Mount St. Clare College (IA)		☆	☆		☆	☆	☆	☆
Mount St. Mary's College (CA)	☆			☆		☆	☆	☆
Mount Union College (OH)					☆	☆	☆	☆
Mount Vernon College (DC)	☆	☆	☆	☆	☆		☆	☆
Mount Vernon Nazarene College (OH)				☆		☆	☆	☆
Mt. Angel Seminary (OR)					☆	☆		
Mulhenberg College (PA)							☆	☆
Mundelein College (IL)	☆	☆						
Muskegon College (MI)							☆	
Muskingum College (OH)		☆		☆	☆	☆	☆	☆
National College (SD)								☆☆
National College of Education (IL)						☆		
Nazarene Theological Seminary (MO)			☆	☆	☆	☆	☆	☆
NAZARETH COLLEGE (MI)	☆	☆	☆	☆	☆	☆	☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Nazareth College of Rochester (NY)		★	★		★			
Nebraska Wesleyan University (NE)	★							
Neumann College (PA)		★	★	★	★	★	★	★
New Brunswick Theological Seminary (NJ)			★					
New England College (NH)			★	★			★	★
New England Institute of Technology (RI)						★		
New Hampshire College (NH)							★	★
New York Institute of Technology (NY)					★★	★★	★★	
New York Theological Seminary (NY)				★		★		
Newberry College (SC)		★	★	★★				
Niagara University (NY)						★★	★★	
Nichols College (MA)			★					
North Carolina Wesleyan College (NC)	★	★				★		
North Central College (IL)		★	★	★	★	★	★	★
North Park College and Theological Seminary (IL)	★	★	★	★		★		
Northeastern Bible College (NJ)					★			
Northeastern University (MA)			★		★	★		★
Northern Baptist Theological Seminary (IL)				★			★	
Northland College (WI)				★★	★★	★★	★	★★
Northrop University (CA)			★	★		★		
Northwest Bible College (ND)					★			
Northwest Christian College (OR)					★			
Northwest Nazarene College (ID)					★			
Northwestern College (IA)		★	★	★	★	★	★	★
Northwestern College (MN)	★	★	★	★	★		★	★
Northwestern University (IL)		★						
Norwich University (VT)		★		★	★	★	★	★
Notre Dame College (NH)	★		★		★			★
Notre Dame College (OH)			★	★	★	★		★
Notre Dame Seminary (LA)					★			★
Nyack College (NY)							★	
Oakwood College (AL)			★	★	★	★	★	
Oberlin College (OH)					★	★	★	
Occidental College (CA)								★
Oglethorpe University (GA)	★			★	★			
Ohio Dominican College (OH)	★		★					
Ohio Northern University (OH)		★		★	★		★	★
Oklahoma Baptist University (OK)	★	★	★	★	★	★		
Oklahoma Christian College (OK)		★	★	★				
Oklahoma City University (OK)								★
Olivet College (MI)			★				★	★
Olivet Nazarene College (IL)	★						★	
Open Bible College (IA)			★					
Oregon Graduate Center (OR)						★		★
Ottawa University (KS)		★		★	★	★	★	★
Otterbein College (OH)		★	★		★	★	★	★
Ouachita Baptist University (AK)								★
Our Lady of Holy Cross College (LA)		★	★	★	★		★	★
Our Lady of the Lake University (TX)	★			★	★	★		★
Pace University (NY)						★	★	
Pacific Christian College (CA)				★				

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Pacific Lutheran University (WA)	☆							
Pacific Union College (CA)								☆
Pacific University, College of Arts and Sciences (OR)	☆							
Paine College (GA)	☆				☆			☆
Palm Beach Atlantic College (FL)		☆			☆	☆	☆	☆
Park College (MO)	☆	☆		☆☆	☆☆			☆☆
Parks College of St. Louis University (IL)				☆	☆			☆
Patten College (CA)			☆		☆			
Pennsylvania College of Optometry (PA)	☆							
Pepperdine University (CA)	☆		☆	☆	☆	☆	☆	☆
Pfeiffer College (NC)			☆				☆	
Philadelphia College of Art (PA)				☆				
Philadelphia College of Bible (PA)			☆		☆			
Philadelphia College of Performing Arts (PA)				☆				
Philadelphia College of Textiles and Science (PA)				☆			☆	☆
Phillips University (OK)	☆	☆	☆	☆		☆		
Piedmont Bible College (NC)					☆			
Piedmont College (GA)				☆	☆	☆	☆	☆
Pikeville College (KY)		☆	☆	☆	☆	☆	☆	☆
Pittsburgh Theological Seminary (PA)				☆		☆		
Point Loma Nazarene College (CA)	☆	☆	☆	☆		☆	☆	
Point Park College (PA)	☆						☆	☆
Polytechnic University (NY)			☆	☆	☆	☆		☆
Pomona College (CA)								☆
Post College (CT)	☆		☆				☆	
Pratt Institute (NY)					☆☆	☆☆		
Presbyterian College (SC)	☆	☆		☆	☆	☆	☆	☆
Presbyterian School of Christian Education (VA)			☆	☆	☆		☆	
Princeton Theological Seminary (NJ)	☆			☆		☆		
Principia College (IL)	☆		☆	☆	☆	☆	☆	☆
Providence College (RI)					☆☆		☆☆	
Queens College (NC)		☆			☆			
Quincy College (IL)		☆	☆	☆	☆		☆	☆
Quinnipiac College (CT)	☆	☆	☆☆	☆☆		☆☆		
Randolph-Macon College (VA)	☆	☆	☆	☆			☆	☆
Randolph-Macon Woman's College (VA)	☆		☆	☆	☆	☆		☆
Reed College (OR)		☆	☆	☆	☆	☆	☆	☆
Reformed Bible College (MI)			☆	☆	☆	☆	☆	☆
Reformed Theological Seminary (MS)				☆		☆	☆	
Regis College (CO)	☆	☆	☆☆	☆☆			☆☆	☆☆
Regis College (MA)	☆	☆		☆	☆	☆	☆	☆
Rensselaer Polytechnic Institute (NY)	☆		☆	☆	☆	☆	☆	☆
Rhode Island School of Design (RI)			☆☆	☆☆	☆☆			☆☆
Rhodes College (TN)		☆		☆			☆	☆
RIDER COLLEGE (NJ)	☆	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Ripon College (WI)		☆		☆	☆	☆		
Rivier College (NH)				☆	☆	☆	☆	
Roanoke College (VA)					☆	☆	☆	☆
Robert Morris College (PA)	☆					☆☆		
Rochester Institute of Technology (NY)				☆		☆	☆	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
ROCKFORD COLLEGE (IL)	★	★	★	★	★	★	★	★
Rockhurst College (MO)		★	★	★	★	★	★	★
Rockmont College (CO)			★					
Rocky Mountain College (MT)				★	★	★	★	★
Rollins College (FL)	★					★	★	★
Roosevelt University (IL)	★		★	★	★	★	★	
Rosary College (IL)							★	★
Rose-Hulman Institute of Technology (IN)			★	★	★	★	★	★
Rosemont College (PA)						★		
Rosemont College of the Holy Child Jesus (PA)	★	★						
Russell Sage College (NY)				★	★	★	★	★
Rust College (MS)	★			★	★			
Sacred Heart College (NC)		★	★	★	★			
Sacred Heart University (CT)	★		★	★	★			★
Saint Ambrose University (IA)						★		
Saint Anselm College (NH)	★	★	★					
Saint Augustine's College (NC)			★					
Saint Francis College (NY)								★
Saint Francis College (PA)						★	★	★
Saint John's University (MN)		★		★★	★★	★		★
SAINT JOSEPH COLLEGE (CT)	★	★	★	★	★	★	★	★
Saint Joseph's College (CA)			★					
Saint Joseph's College (IN)	★	★			★	★	★	★
Saint Joseph's College (ME)							★	
Saint Leo College (FL)		★				★★	★★	
Saint Martin's College (WA)							★	
Saint Mary College (KS)		★	★	★	★	★	★	
Saint Mary's College (IN)	★							★
Saint Mary's College (MI)					★			★
Saint Mary's College (MN)	★		★	★	★			★
Saint Mary's College of California (CA)					★		★	★
Saint Meinrad College (IN)					★	★	★	★
Saint Meinrad School of Theology (IN)							★	
Saint Michael's College (VT)			★	★	★	★		★
Saint Olaf College (MN)							★	★
Saint Paul School of Theology (MO)						★	★	★
Saint Paul's College (VA)		★	★		★			
Saint Peter's College (NJ)	★	★	★	★		★		
Saint Thomas Theological Seminary (CO)			★	★				★
Saint Vincent College (PA)	★	★	★	★	★	★	★	
Saint Xavier College (IL)		★			★	★		
Salem College (NC)		★	★	★	★	★	★	★
Salem College (WV)		★		★			★	
Salve Regina - The Newport College (RI)	★	★		★★	★	★	★	
Samford University (AL)				★			★	
San Jose Bible College (CA)				★				
Santa Clara University (CA)				★		★	★	★
Sarah Lawrence College (NY)	★							
Saybrook Institute (CA)						★		
Scarritt Graduate School (TN)		★		★	★			
School for International Training of the Experiment in International Living (VT)			★					

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
School of the Art Institute of Chicago, The (IL)			☆	☆				
SCHOOL OF THE OZARKS, THE (MO)	☆	☆	☆	☆	☆	☆	☆	☆
School of Theology at Claremont (CA)				☆				
Schreiner College (TX)					☆		☆	☆
Scripps College (CA)			☆		☆		☆	☆
Seabury-Western Theological Seminary (IL)			☆			☆		
Seattle Pacific University (WA)	☆		☆☆	☆☆	☆	☆	☆	☆
SEATTLE UNIVERSITY (WA)	☆	☆	☆	☆	☆	☆	☆	☆
Seton Hall University (NJ)				☆☆				
SETON HILL COLLEGE (PA)	☆	☆	☆	☆	☆	☆	☆	☆
Sheldon Jackson College (AK)				☆	☆			
Shenandoah College & Conservatory of Music (VA)	☆							
Shorter College (AR)							☆	
Shorter College (GA)					☆	☆	☆	☆
SIENA COLLEGE (NY)	☆	☆	☆	☆	☆	☆	☆	☆
SIENA HEIGHTS COLLEGE (MI)	☆	☆	☆	☆	☆	☆	☆	☆
Simpson College (CA)		☆	☆					
SIMPSON COLLEGE (IA)	☆	☆	☆	☆	☆	☆	☆	☆
Sioux Falls College (SD)		☆			☆	☆		
Skidmore College (NY)			☆	☆	☆	☆	☆	☆
Smith College (MA)					☆		☆	
Southeastern Baptist Theological Seminary (NC)					☆	☆☆		
Southeastern Bible College (AL)				☆				
Southeastern University (DC)				☆	☆			
Southern California College (CA)		☆	☆		☆	☆	☆	☆
Southern College of Seventh-Day Adventists (TN)		☆				☆	☆	☆
Southern Methodist University (TX)	☆	☆	☆		☆	☆		
Southwest Baptist University (MO)			☆	☆	☆			
Southwestern Adventist College (TX)			☆					
Southwestern Assemblies of God College (TX)			☆	☆	☆	☆	☆	☆
Southwestern College (KS)	☆	☆	☆		☆	☆		
Southwestern University (TX)	☆	☆						
Spalding University (KY)		☆	☆	☆	☆	☆	☆	☆
Spelman College (GA)		☆		☆		☆		
Spring Arbor College (MI)					☆	☆	☆	
Spring Garden College (PA)							☆☆	
Spring Hill College (AL)		☆	☆				☆	☆
Springfield College (MA)		☆	☆	☆	☆	☆	☆	☆
St. Ambrose University (IA)						☆		☆
St. Andrews Presbyterian College (NC)		☆						☆
St. Bonaventure University (NY)		☆		☆	☆	☆	☆	☆
St. Catherine College, Inc. (KY)								☆
St. Edward's University (TX)	☆		☆	☆	☆	☆	☆	☆
St. Francis College (NY)		☆	☆	☆	☆	☆	☆	☆
St. John Fisher College (NY)						☆		
St. John Vianney College Seminary (FL)			☆		☆		☆	
St. John's Provincial Seminary (MI)						☆		
St. John's University (NY)	☆							
St. Joseph's College (NY)							☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
St. Joseph's University (PA)								*
St. Lawrence University (NY)				*				
St. Martin's College (WA)		*	*					
St. Mary of the Plains College (KS)						*		
St. Mary's College of California (CA)	*	*	*	*		*		
St. Mary's Dominican College (LA)	*	*						
St. Mary's Seminary College (MO)			*					
St. Mary's University (TX)		*	*	*	*	*	*	*
ST. NORBERT COLLEGE (WI)	*	*	*	*	*	*	*	*
St. Paul Bible College (MN)	*				*	*		
Stanford University (CA)							*	
Starr King School for the Ministry (CA)								*
Stephens College (MO)	*							
Sterling College (KS)							*	
Stetson University (FL)					*			
Stevens Institute of Technology (NJ)			*	*	*	*	*	*
Stillman College (AL)				*	*		*	*
Strayer College (DC)	*					*	*	
SUFFOLK UNIVERSITY (MA)	*	*	*	*	*	*	*	*
Summit Christian College (IN)								*
Susquehanna University (PA)	*		*	*	*	*	*	*
Sweet Briar College (VA)	*	*			*	*		
Syracuse University (NY)	*	*	*		*	*	*	
Tabor College (KS)		*	*	*		*	*	*
Talladega College (AL)			*		*		*	*
Taylor University (IN)		*	*	*	*	*	*	*
Teacher's College, Columbia University (NY)								*
Tennessee Temple University (TN)								*
Tennessee Wesleyan College (TN)				*			*	
Texas Christian University (TX)		*	*	*	*	*	*	*
Texas College (TX)		*						
Texas Lutheran College (TX)		*		*	*	*	*	
Thiel College (PA)		*					*	*
Thomas College (ME)	*		*	*	*	*		
Thomas More College (KY)		*	*				*	*
Tiffin University (OH)				*		*	*	
Tift College (GA)				*				
Tougaloo College (MS)			*					
Transylvania University (KY)	*	*	*		*	*		*
Tri-State University (IN)		*		*	*	*	*	*
Trinity Christian College (IL)			*	*	*	*		
Trinity College (CT)		*					*	
Trinity College (DC)	*	*	*		*		*	*
Trinity College (IL)	*	*						
TRINITY COLLEGE OF VERMONT (VT)	*	*	*	*	*	*	*	*
Trinity Episcopal School for Ministry (PA)						*		
Trinity Lutheran Seminary (OH)				*	*	*	*	
TRINITY UNIVERSITY (TX)	*	*	*	*	*	*	*	*
Tufts University (MA)						**		*
Tulane University (LA)	*		*	*	*	*	*	
Tusculum College (TN)								*
Tuskegee Institute (AL)	*		*					

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
U.S. Sports Academy (AL)								☆
Union College (KY)			☆					
Union College (NE)								☆
Union University (TN)								☆
Union Theological Seminary in Virginia (VA)			☆					☆
United Theological Seminary of the Twin Cities (MN)			☆	☆	☆	☆		☆
Unity College (ME)	☆					☆	☆	
Universidad Adventista de Las Antillas (PR)								☆
Universidad Central de Bayamon (PR)			☆					
University of Bridgeport (CT)						☆☆	☆☆	☆☆
University of Central Texas (TX)								☆
University of Charleston, The (WV)					☆			☆
University of Dallas (TX)		☆	☆	☆		☆	☆	☆
UNIVERSITY OF DAYTON (OH)	☆	☆	☆	☆	☆	☆	☆	☆
University of Denver (CO)	☆					☆	☆	☆
University of Detroit (MI)	☆		☆☆	☆	☆☆	☆☆	☆☆	☆☆
University of Dubuque Theological Seminary (IA)		☆	☆☆		☆☆	☆☆	☆	☆
University of Evansville (IN)				☆		☆	☆	☆
University of Findlay, The (OH)	☆	☆			☆	☆	☆	☆
University of Hartford (CT)			☆		☆	☆		☆
University of Indianapolis (IN)						☆		
University of Judaism (CA)			☆		☆	☆		
UNIVERSITY OF LA VERNE (CA)	☆	☆	☆	☆	☆	☆	☆	☆
University of Mary Hardin Baylor (TX)		☆						
UNIVERSITY OF MIAMI (FL)	☆	☆	☆	☆	☆	☆	☆	☆
University of New England College (ME)		☆					☆	☆
University of New Haven (CT)		☆				☆	☆	☆
University of Pennsylvania (PA)	☆							
UNIVERSITY OF PORTLAND (OR)	☆	☆	☆	☆	☆	☆	☆	☆
University of Puget Sound (WA)				☆				
University of Redlands (CA)			☆			☆		☆
University of Richmond (VA)			☆	☆	☆	☆	☆	☆
University of Rio Grande (OH)		☆☆			☆☆	☆☆	☆☆	☆☆
UNIVERSITY OF SAN DIEGO (CA)	☆	☆	☆	☆	☆	☆	☆	☆
University of San Francisco (CA)		☆					☆☆	
University of Santa Clara (CA)	☆	☆	☆					
University of Scranton (PA)	☆	☆	☆	☆☆	☆☆			
University of St. Thomas (TX)			☆	☆	☆	☆	☆	
University of Tampa (FL)	☆	☆	☆	☆		☆	☆	☆
University of the Arts, The (PA)								☆
University of the Ozarks (AR)		☆		☆		☆		
University of the Pacific (CA)								☆
University of the Sacred Heart (PR)	☆	☆	☆					
University of the South, The (TN)		☆	☆	☆	☆	☆	☆	☆
University of Tulsa (OK)		☆	☆	☆	☆			☆
Upper Iowa University (IO)						☆	☆	
Upsala College (NJ)	☆		☆		☆	☆		
Urbana University (OH)			☆		☆	☆		
Ursuline College (OH)	☆	☆	☆	☆	☆	☆	☆	
Utica College of Syracuse University (NY)			☆☆			☆☆	☆☆	☆☆
Valparaiso University (IN)		☆	☆	☆	☆	☆	☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Vassar College (NY)	★		★		★			
Villa Maria College (PA)	★	★	★	★	★	★	★	
Virginia Intermont College (VA)						★	★	★
Virginia Union University (VA)		★	★		★			
Virginia Wesleyan College (VA)	★							
VITERBO COLLEGE (WI)	★	★	★	★	★	★	★	★
Voorhees College (SC)	★			★	★			
Wabash College (IN)	★	★	★		★			
Wagner College (NY)		★			★	★		
Walla Walla College (WA)				★				
WALSH COLLEGE (OH)	★	★	★	★★	★★	★	★	★
Walsh College (MI)			★				★	★
Warner Pacific College (OR)		★		★	★			
Warner Southern College (FL)		★	★	★			★	★
Wartburg College (IA)			★	★	★	★	★	
Wartburg Theological Seminary (IA)			★	★	★	★		
WASHINGTON AND JEFFERSON COLLEGE (PA)	★	★	★	★	★	★	★	★
Washington and Lee University (VA)		★		★	★	★	★	
Washington Bible College (MD)			★	★	★	★	★	★
Washington College (MD)						★	★	★
Washington Theological Union (MD)					★			
Waynesburg College (PA)	★	★	★	★			★	★
Webb Institute of Naval Architecture (NY)			★	★				
Wells College (NY)							★	
Wentworth Institute of Technology (MA)	★			★★				★★
Wesley College (DE)					★	★	★	
Wesley College (MS)							★	
Wesley Theological Seminary (DC)						★	★	
Wesleyan College (GA)				★	★	★★		★
Wesleyan University (CT)			★		★	★	★	
West Virginia Wesleyan College (WV)	★	★	★	★	★		★	★
Western Baptist University (OR)		★		★		★	★	★
Western Bible College (CO)			★					
Western Conservative Baptist Seminary (OR)	★		★	★	★		★	
Western Maryland College (MD)		★	★	★	★	★	★	★
Western New England College (MA)		★	★	★		★		★★
Western Theological Seminary (MN)							★	
WESTMAR COLLEGE (IA)	★	★	★	★	★	★	★	★
Westminster Choir College (NJ)								★
Westminster College (PA)							★	★
Westminster College (MO)						★	★	
Westminster College of Salt Lake City (UT)		★	★	★	★	★	★	★
Westminster Theological Seminary (PA)			★		★	★	★	★
Weston School of Theology (MA)					★		★	★
Wheaton College (IL)					★			
Wheaton College (MA)				★		★		
Wheeling College (OH)		★						
Wheeling College (WV)	★		★		★	★		
Wheeling Jesuit College (WV)							★	★
WHITMAN COLLEGE (WA)	★	★	★	★	★	★	★	★
Whittier College (CA)		★	★	★	★	★		
Whitworth College (WA)							★	★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Widener University (PA)	✲	✲	✲		✲	✲		✲
Wilberforce University (OH)				✲✲	✲✲			
Wiley College (TX)						✲		✲
Wilkes University (PA)	✲	✲		✲			✲	✲
WILLIAM JEWELL COLLEGE (MO)	✲	✲	✲	✲	✲	✲	✲	✲
William March Rice University (TX)	✲	✲	✲	✲	✲	✲		
WILLIAM PENN COLLEGE (IA)	✲	✲	✲	✲	✲	✲	✲	✲
Williams College (MA)		✲						
Wilmington College (DE)		✲		✲			✲	
Wilmington College (OH)	✲	✲	✲		✲	✲	✲	✲
Wilson College (PA)		✲		✲	✲	✲		
Wingate College (NC)			✲	✲	✲		✲	✲
WITTENBURG UNIVERSITY (OH)	✲	✲	✲	✲✲	✲✲	✲✲	✲	✲
Woodbury University (CA)					✲	✲		
Worcester Polytechnic Institute (MA)	✲		✲		✲	✲		✲
Xavier University (OH)	✲	✲	✲			✲	✲	✲
Yale University (CT)						✲		
York College of Pennsylvania (PA)		✲	✲		✲	✲	✲	
	299	355	446	440	478	475	470	460

TOTAL NUMBER OF COLLEGES AND UNIVERSITIES WHICH PARTICIPATED IN THE SURVEY FOR THE FIRST TIME DURING 1989-90: 48

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE EIGHT YEARS OF THE SURVEY: 915.

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE EIGHT YEARS OF THE SURVEY: 64.

Special Study Order Form

CUPA 1989-90 Faculty Salary Survey

To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment (check made payable to CUPA) or purchase order number.
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. If you have any questions, contact CUPA at (202) 429-0311.

Normally, studies will be returned within 10 days after the request and payment have been received by the CUPA national office. Fees for standard studies are as follows:

$200 - CUPA members who participated in the 1989-90 study;
$275 - CUPA members who did not participate in the 1989-90 study and non-members who did participate;
$350 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
$500 - All others.

Fees for studies not listed below are negotiable on a case-by-case basis.

Name_____Phone( )_____

Institution_____

Address_____

City,State,Zip_____

Did your institution participate in the 1989-90 survey? ____Yes ____No

Is your institution a member of CUPA? ____Yes ____No

Types of Data Displays (Please check only one. Use a separate sheet for additional requests. Refer to pages 2 and 3 of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries
____2. Percentile Rank (PR) Display
____3. Salary Trend Display (include those institutions who have participated in each of the nine years of the survey, 1981-82 through 1989-90)
____4. Other Trend Displays (please specify on a separate sheet)
____5. Other (please explain on a separate sheet)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Source of Support

   Public_____ Private, religious_____ Private, Independent_____

3. General Budget

   Less than $_____ More than $_____

4. FTE Enrollment

   Less than _____ More than _____

5. FTE Faculty

   Less than _____ More than _____

6. Geographic Area-States (please do not abbreviate)

Section II

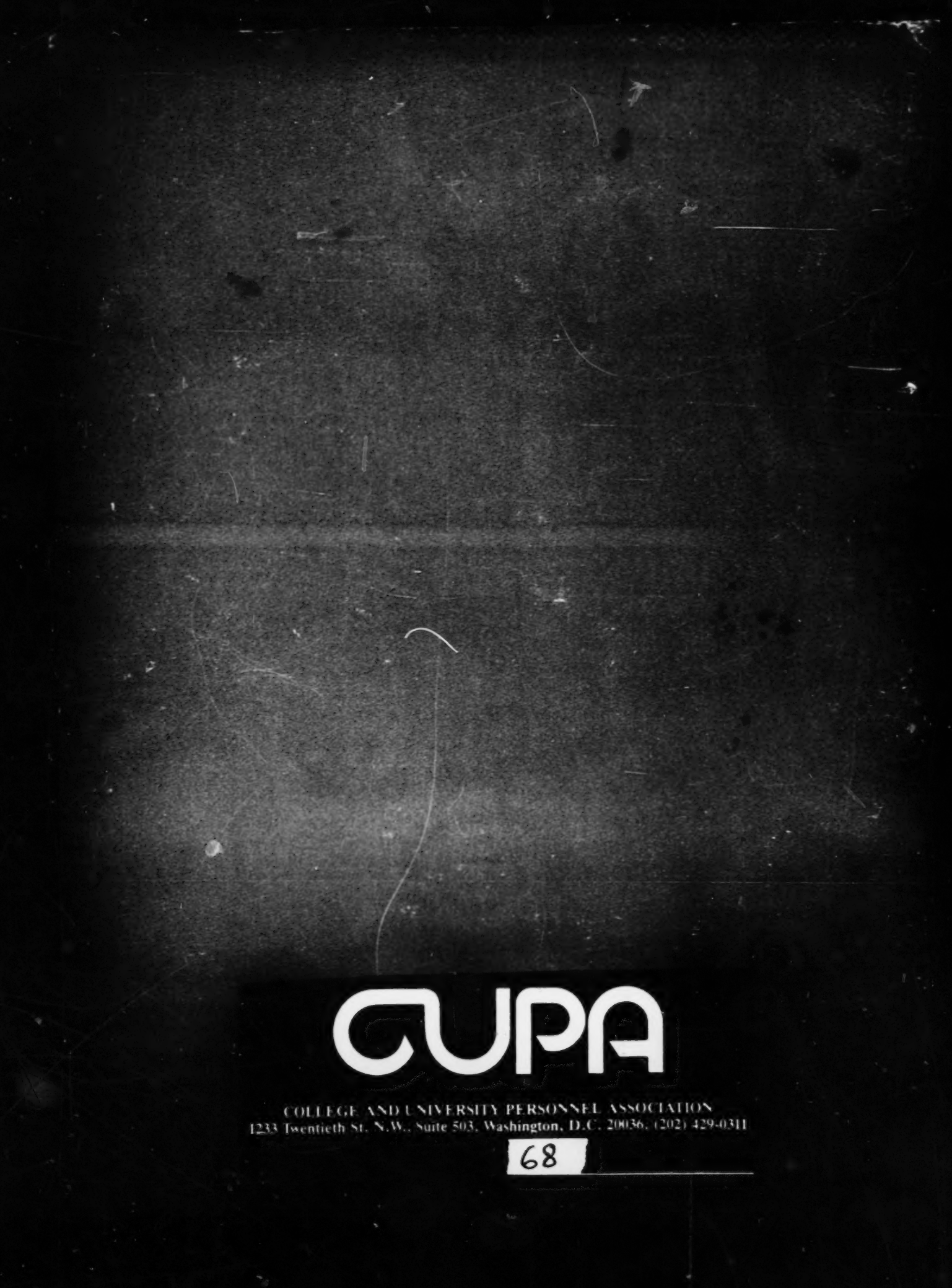
In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements will be made available.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

Please forward your request (be sure to include check or purchase order number) to:

CUPA Special Studies
1233 20th Street, NW, Suite 503
Washington, DC 20036

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078.



COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
1233 Twentieth St. N.W., Suite 503, Washington, D.C. 20036, (202) 429-0311

68